# The Army Substance Abuse Program

**Prevention and Training Branch**
**Army Center for Subs**

# Split Program (Operationally)

## Army Center for Substance Abuse Programs (ACSAP)

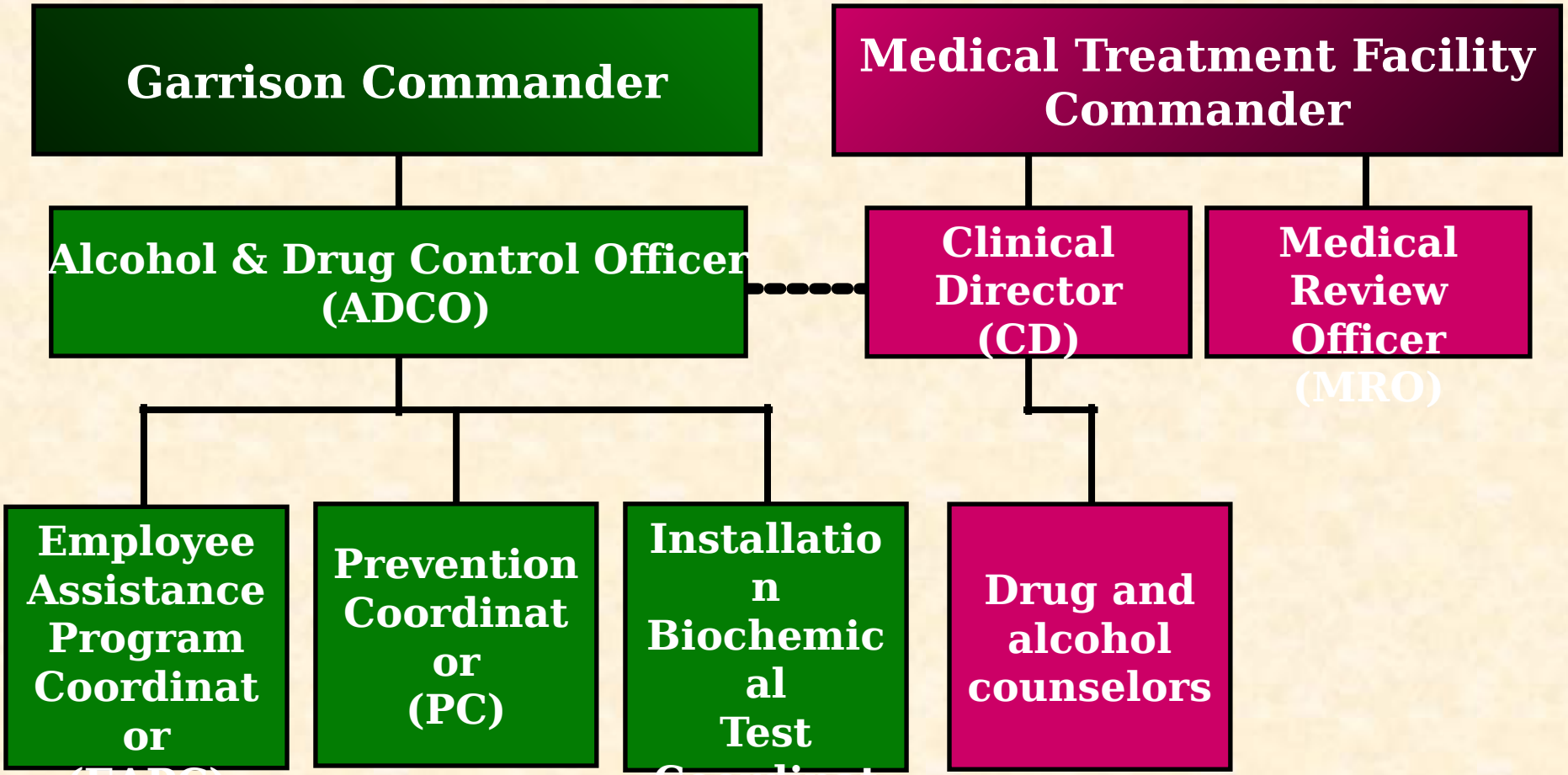
- Oversight of installation operations and programs
- Proponent for Regulation (Policy)
  - AR 600-85
  - DA PAM 600-85 (Civilian Testing)
- Funding for active component including

## USA Medical Command (USAMEDCOM)

- Operate Drug Testing Labs
  - Tripler, HI
  - Fort Meade, MD
- Provide MRO Services - Military
- Provide Counseling/Treatment Services

**Note: ARNG and USAR funded separately**

# Typical Organization Army Substance Abuse Program (ASAP)


Garrison Commander
Medical Treatment Facility Commander
Alcohol & Drug Control Officer (ADCO)
Clinical Director (CD)
Medical Review Officer (MRO)
Employee Assistance Program Coordinator (EAPC)
Prevention Coordinator (PC)
Installation Biochemical Test Coordinator (IBTC)
Drug and alcohol counselors

**Note: Most non-medical installation employees (DACs) fill multiple positions**

# Alcohol and Drug Control Officer (ADCO)

- **Provides direct supervision, management, and administration over all non-clinical staff and programs.**
- **Manages and Monitors Biochemical Testing Program**
- **Coordinates all substance abuse/risk reduction issues for the Human Resource Council and the Installation Prevention Team**
- **Evaluates all prevention education and training**
- **Coordinates with Clinical director on substance abuse issues**

# Prevention Coordinator (PC)

- **Certification through ACSAP and IC&RC encouraged**
- **Promote the ASAP by marketing, networking, and consulting strategies.**
- **Ensure all personnel are provided prevention education**
- **Maintain liaison and coordination with the installation-training officer**
- **Design, develop, and administer target group-oriented AOD prevention education and training programs**
- **Maintain liaison with schools serving military family members, civic organizations, civilian agencies, and military organizations**
- **Oversee the Unit Prevention Leader (UPL) certification training program.**
- **Address military community risk levels and work toward reducing the risk factors.**

# Employee Assistance Program Coordinator (EAPC)

- **CEAP Certification required by Oct 2005**
- **Assess, plan, and establish local procedures for providing comprehensive EAP services for eligible DA civilian employees**
- **Provide screening, short-term counseling and referral services for treatment or rehabilitation to employees**
- **Provide follow-up services**
- **Advise and update supervisors concerning their employees' progress to the extent permitted by applicable law**

# Employee Assistance Program Coordinator (EAPC)

- **Consult with the installation CPAC, MRO, SAP, and supervisors of DA civilians throughout the installation**
- **Maintain an updated list of available community resources**
- **Present prevention education and training to DA civilians at all levels on AOD and on how to use EAP services properly**
- **Publicize ASAP services available for civilian employees**
- **Develop prevention campaigns and assist the PC in providing education and prevention programs**

# Installation Biochemical Test Coordinator (IBTC)

- **Certified through 40-hour ACSAP Certification Course**
- **Operate a forensically secure Installation Biochemical Testing Program Control Point (IBCP)**
- **Serve as the installation subject matter expert on urinalysis collection and testing**
- **Augment the installation Inspector General inspection teams.**
- **Ensure that unit urine collections are performed as required.**
- **Provide technical assistance and support the UPL certification training program.**
- **Advise unit commanders and ADCOs on program utilization and test results.**
- **Manage expenditures and supplies.**

# Unit Prevention Leader (UPL)

- **NCO or officer (E-5 or above) appointed by Company Commander**
- **Not enrolled in the ASAP**
- **Trained and Certified through the ACSAP approved 40-Hour certification course**
  - **Phase I: UPL Certification Training Program CD (self paced)**
  - **Phase II: PC & IBTC are primary Instructors, practical exercises and final exam**
- **Design, implement, and evaluate the unit prevention plan**
- **Assist in briefing new unit personnel regarding ASAP policies and services**

# Unit Prevention Leader (UPL)

- **Administer the unit biochemical-testing program**
  - **Drug testing procedures**
  - **Alcohol screening**
- **Inform the commander of the status of the ASAP and of trends in alcohol and other drug abuse in the unit**
- **Develop, coordinate, and deliver informed prevention education and training to the unit**
- **Develop command support for prevention activities**
- **Advise and assist unit leaders on all matters pertaining to ASAP**

# Civilian Drug Testing

## DOT Testing

- Ride DOI contract to randomly select personnel, collect urine specimens, and conduct alcohol Breath tests.
- Urine tested by Fort Meade Lab
- Contract MRO services through Choicepoint
- Actions taken as required

## DFW Testing

- Designated Management Official directs a test – 50% of TDPs per year
- Specimens collected by IBTC
- Tested by Fort Meade Lab
- Contract MRO services through Choicepoint
- Actions taken as required

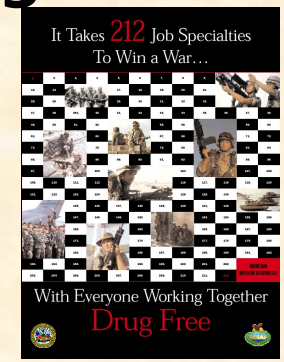
# Military Drug Testing Procedures

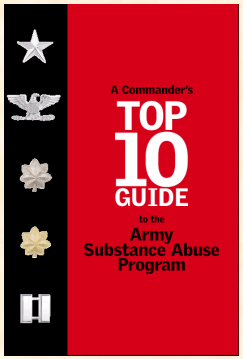
- **Company Commander orders a test on any day – typical 10% per month plus one 100% per year**
- **UPL uses DTP to select soldiers to be tested**
- **Soldiers tested IAW AR 600-85 Appendix E**
- **UPL takes specimens to IBTC for QC, Packaging, and shipping to Forensic Laboratory**
- **Laboratory results received by IBTC via web portal**
- **Negative results returned to company commander through UPL or “No News is Good News”**
- **Positive results picked up by company commander**

# Army Center for Substance Abuse Programs (ACSAP)

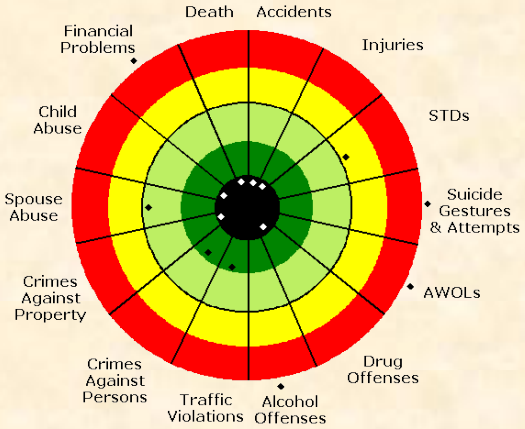
## ACSAP Contributes to Force Stabilization & Soldier Readiness through the Promulgation, Oversight and Management of:

**A vigorous and proactive urinalysis program**

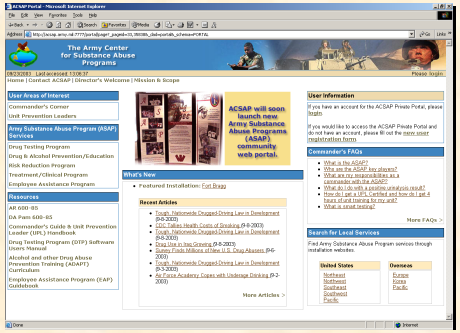



**Prevention initiatives**




**The Risk Reduction Program**


The Army Center for Substance Abuse Programs
ACSAP will soon launch new Army Substance Abuse Programs (ASAP) community web portal.

**For program information and data go to www.acsap.army.mil**

# Prevention & Training Branch Functions

- **Support National Drug Demand Reduction Strategy**
- **Meet Congressional / DoD Directives**
- **Coordinate and document all programs**
- **Provide technical assistance to installations**
- **Provide products and resources for installations and units**
- **Develop garrison ASAP professional training**
- **Manage Prevention Certification Board**
- **Maintain *International Association for Continuing Education and Training* (IACET) certification to grant CEUs**

# Prevention Training & Products

## Training Courses

- ADCO/PC/EAP Orientation
- Annual ASAP Workshop
- EAP Workshop
- PC Workshop
- PC Ethics On-line Course
- Installation Prevention Team Training
- UPL Certification Training (8,000+ NCOs)

## Products

- PC Guidebook
- UPL CD
- Posters
- Pamphlets
- Slide Presentations
- Videos

# Prevention & Training Initiatives

- **Leaders' Alcohol Pamphlet for Deployed Soldiers**
- **R&R Bookmarks for Deployed Soldiers**
- **Unit Prevention Leader Certification Course on the Reimer Digital Library**
- **Developing Installation Prevention Training Support Packages**
- **Revise the Alcohol and Drug Abuse Prevention Training Program (ADAPT)**

# Prevention and Education

**Requirements:**

- **4 hours training to Soldiers per year – UPLs & PC**
- **3 hours training to Civilians per year – EAPC & PC**
- **ADAPT classes – 12 hours, pre & post knowledge/attitude assessment**
- **UPL certification/recertification classes – 40 Hours by IBTC & PC**
- **Newcomers briefings – CDR, UPL, ASAP staff**
- **Campaigns – Encouraged but optional**
  - **Red Ribbon, 3D Month, Summer Sense, Alcohol awareness month, etc.**
- **Risk Reduction Program**

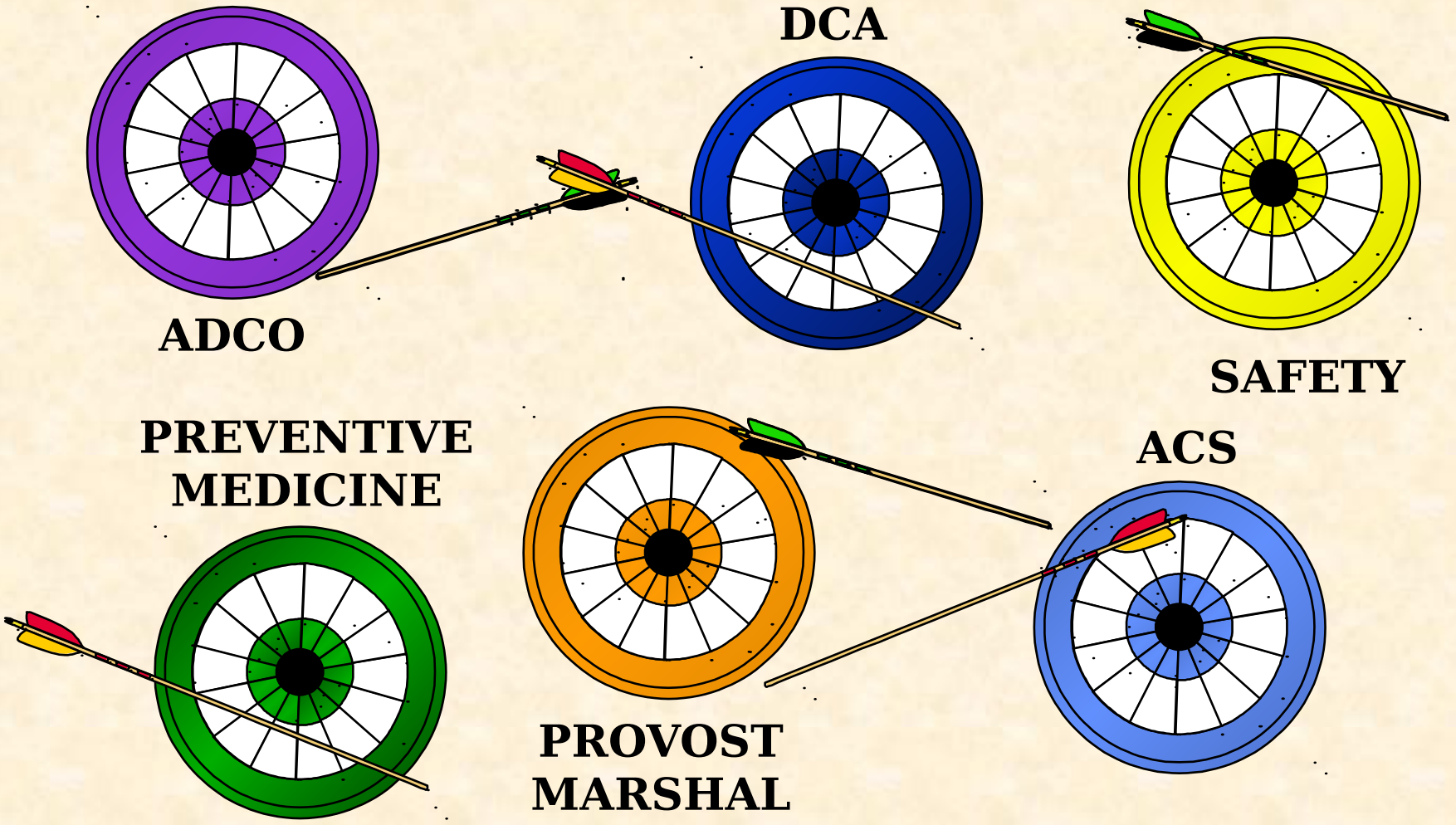
# Prevention and Education

***Human Resource Council*** **– Key stakeholders from local services and command**

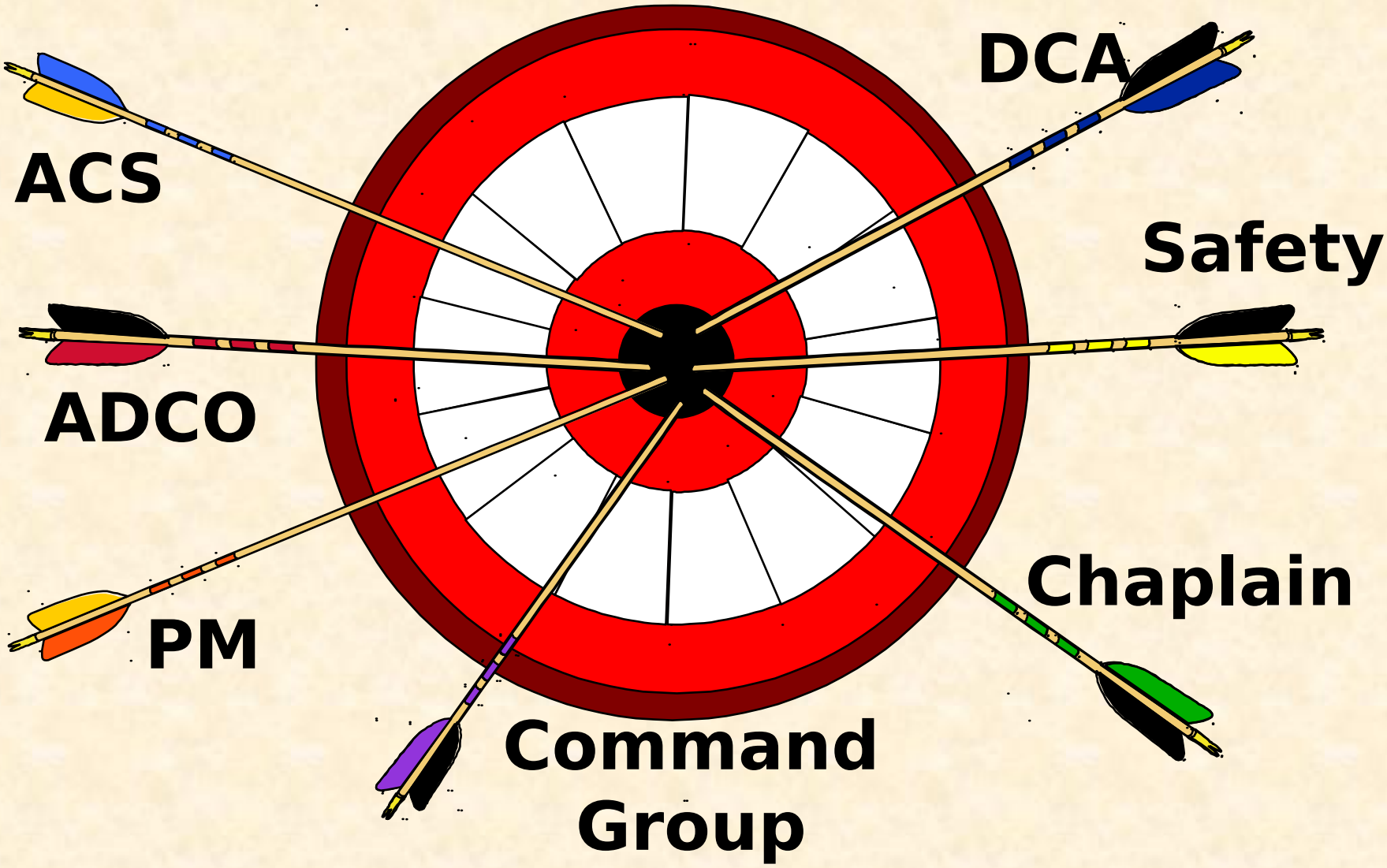
***Installation Prevention Team*** **– Key players from all prevention activities: ASAP, Suicide, Safety, PMO, ACS, FAP, etc**

- **Analyzes Risk Reduction Program and other needs assessment data – Quarterly**
- **Identifies high risk behaviors**
- **Identifies Risk and Protective Factors**
- **Develops community based Prevention Plan**
- **Collaboration and sharing of resources**

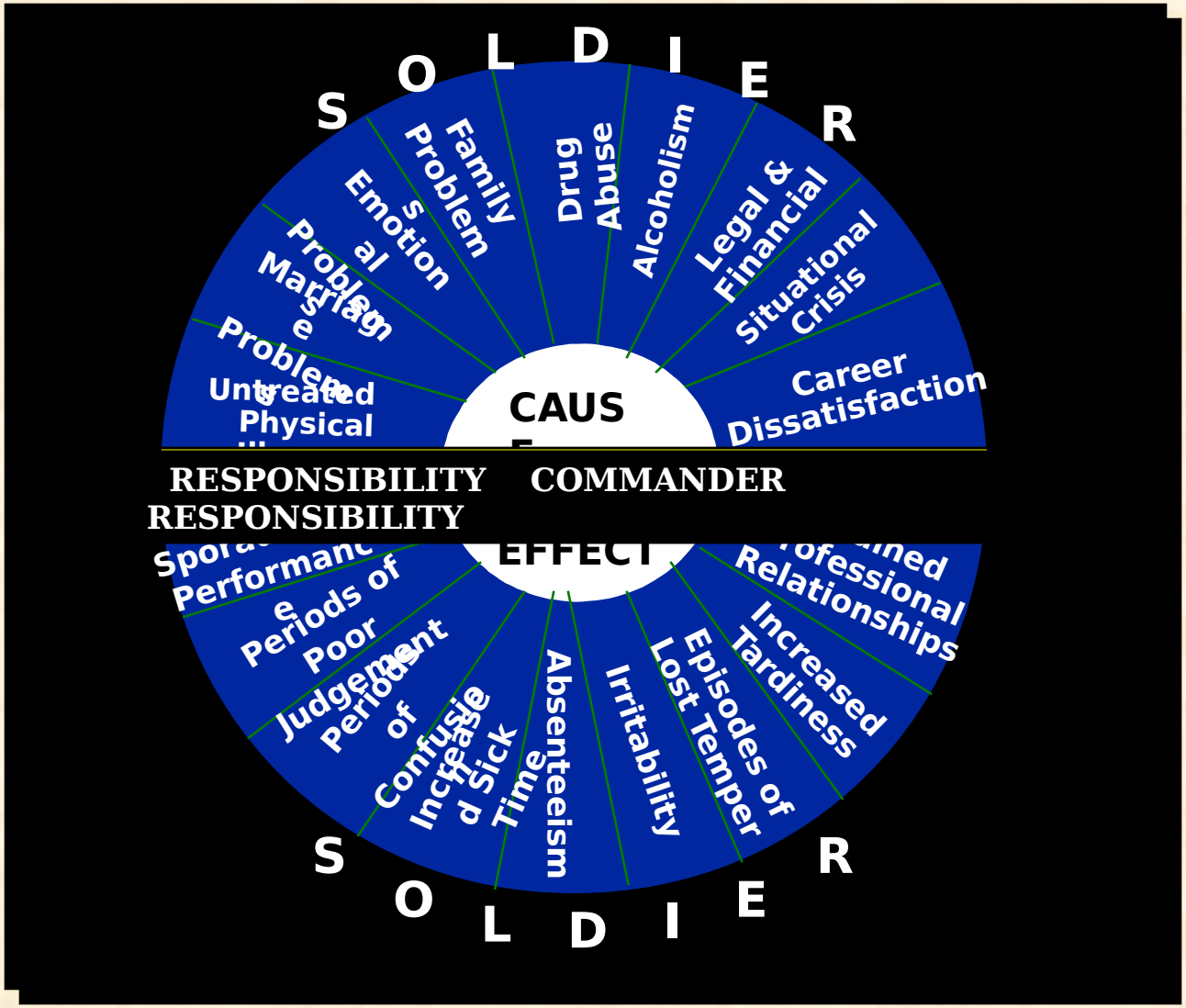
# "The Old Way of Doing Business"



# The Reengineering Approach: Collaboration



# Risk Behavior - Cause and Effect



# Basis for the Risk Reduction Program

# Risk Reduction Program (RRP)

## What is the Risk Reduction Program?

- The Risk Reduction Program is a Commander's Program that is visually presented as a target which depicts 14 high risk behaviors.

- High risk behavior rates are displayed on a shot group. Rates in the red ring could indicate problem areas.

- From this the commander can decide which action to take to solve the behavioral problems.

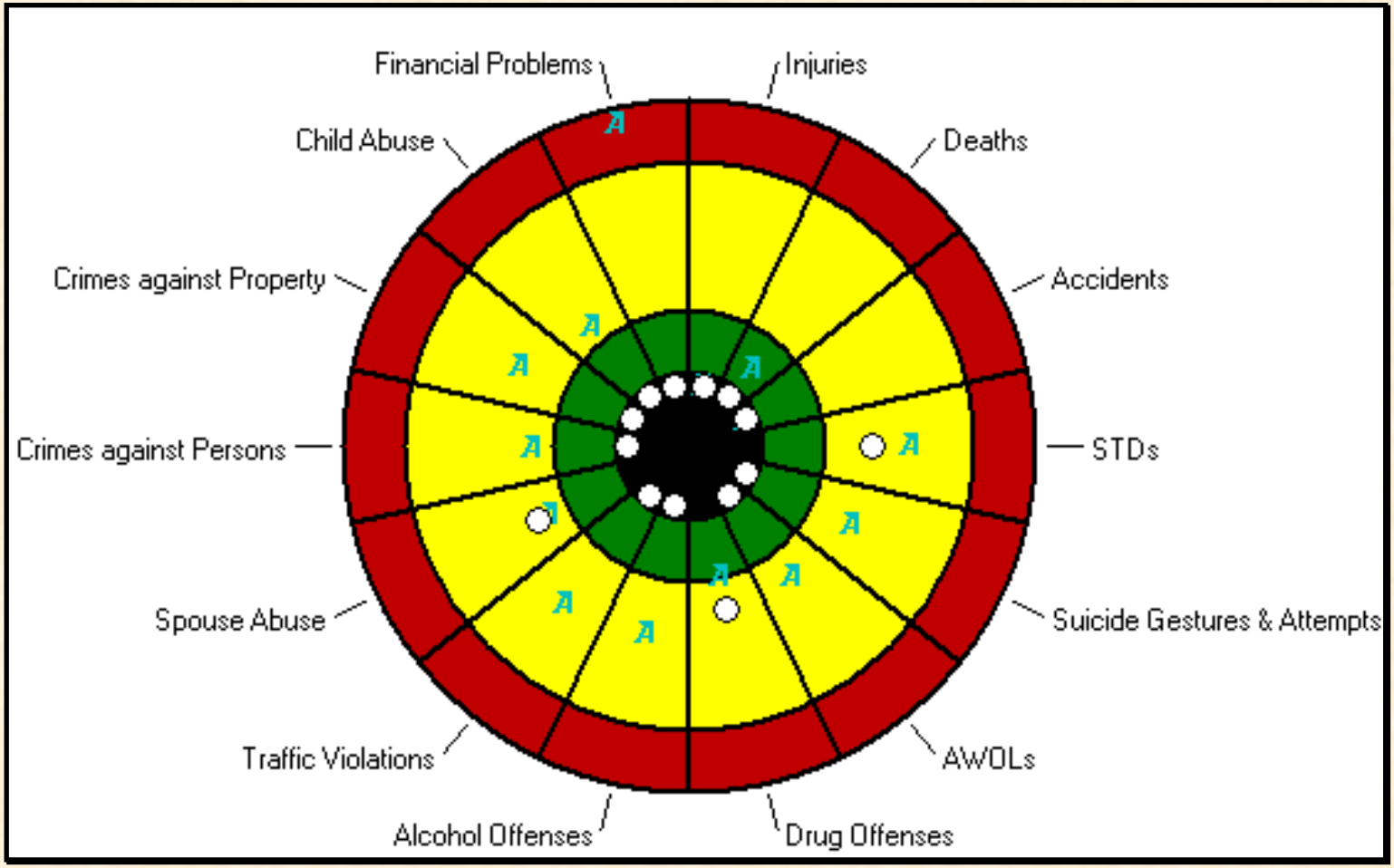
- The program focuses on effective use of installation resources and coordinates effort between agencies utilizing the Installation Prevention Team to implement effective

# Risk Reduction Program Shot Group

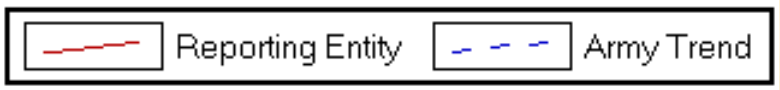
**DCG:**
**Brigade:**
**Strength:**

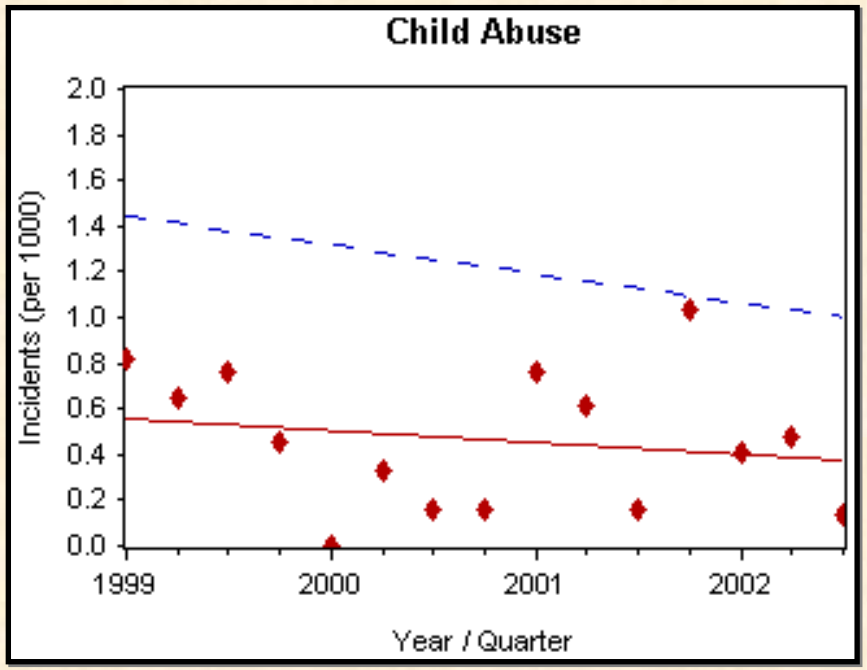
## Risk Factor Shot Group

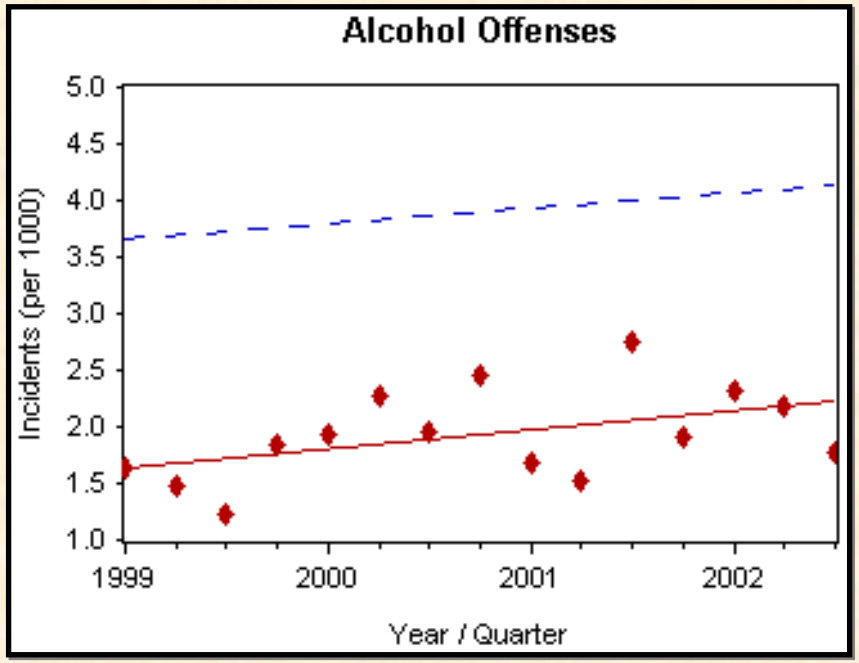
Jan-Mar 2001



# Risk Reduction Program Trend Graphs



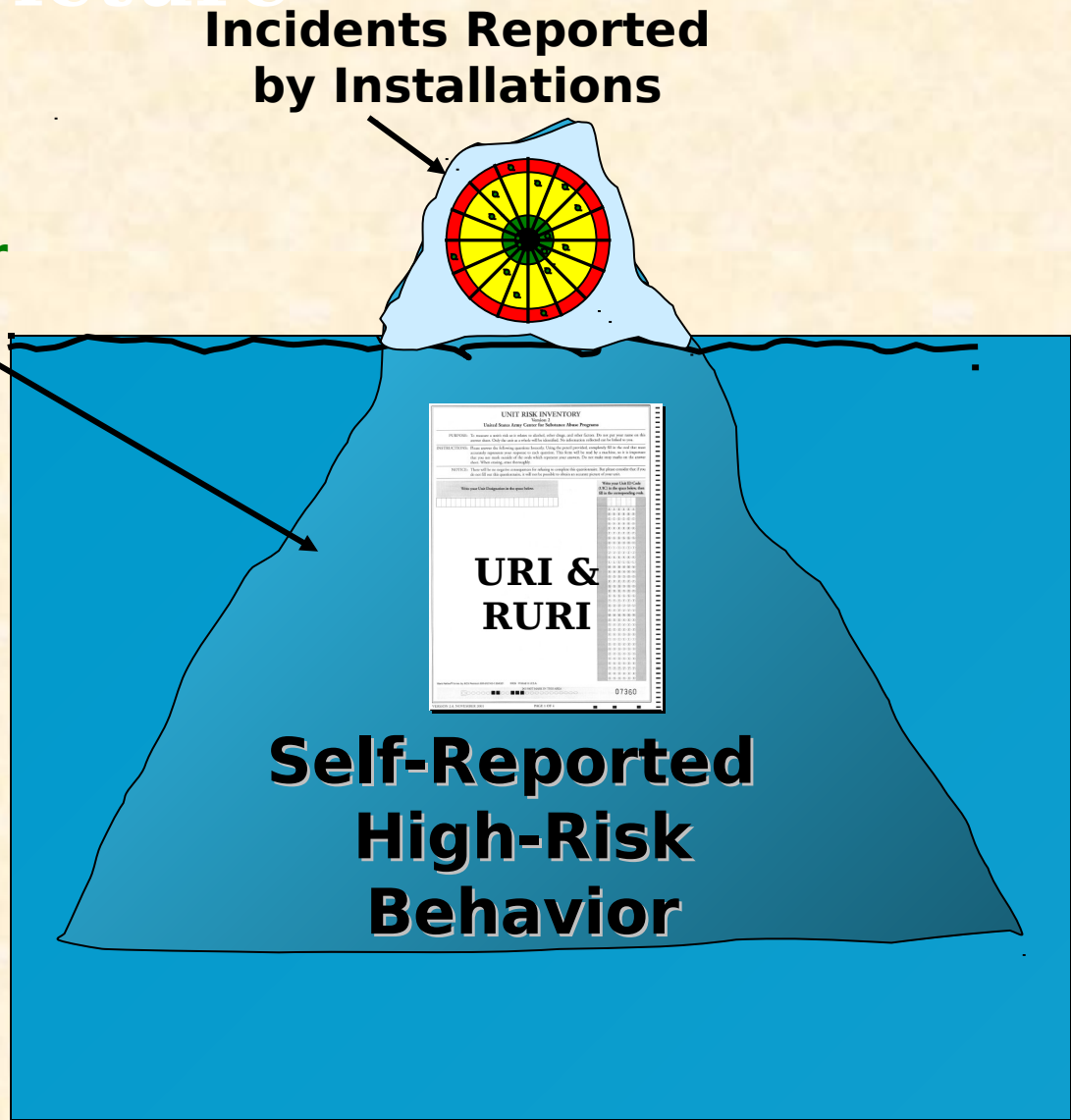




- Trend Graphs available from Reporting Unit through Army compared to any other level for all risk factors.
- Levels include: Bn, Bde, Div, Installation, MACOM, Region, Army.

# Risk Reduction
# The Complete Risk Picture

## Unit Risk Inventory

- 55 item questionnaire
- Assesses unit propensity for risk
  in the following areas:
  - Alcohol/Drug use
  - Command Factors
  - Stress Levels
  - Self Perceptions
  - Relationships
  - Safe sex practices
  - Child/spouse abuse
  - Violence/Crimes
  - Suicide
  - Financial Problems



# ACSAP Oversight

- **ACSAP Biochemical Inspections approximately every 3 years**
- **ACSAP Oversight Inspections approximately every 2 years**
- **Monthly reports**
- **Annual Prevention Report**
- **Drug and Alcohol Management Information System (DAMIS) Reports**

# ACSAP Services

- **Adolescent Substance Abuse Counseling Services (ASACS) Contract Management**
- **Private and Public Web Portal**
- **RRP and DAMIS Portals**
- **Training for ASAP Staff – IBTC Course, PC Workshop, EAP Workshop, Annual Conference, Installation Prevention Team Training**
  - **Provides CEUs, PDHs and or clock hours**
- **Posters, Pamphlets, Video, Information papers, Slide Presentations, Standardized Curriculum**
- **Guidebooks and Manuals**
- **Unit Risk Inventory (URI) & Redeployment URI Data Analysis**

# Redeployment Unit Risk Inventory (R-URI)

- **Deployment Cycle Support Plan mandated that the URI be given to Soldiers 90 days after their redeployment.**
- **Redeployment URI was developed and distributed.**
- **Expressed Task: Installation ADCOs and/or Risk Reduction Coordinators must support the notification of units, and administration of URIs to redeployed Soldiers 90-180 days after their return.**

# The Army Substance Abuse Program

**Point of Contact**
**Email**

**Check out our website at www.acsap.army.mil**